

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## USDA (and below)

For 2nd Quarter 2015 for period ending March 31, 2015

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Number of Complaints Filed	478	534	548	544	481	258
Number of Complainants	466	518	530	512	464	255
Repeat Filers	7	12	14	26	13	3

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2010	2011	2012	2013	2014	
Race	174	231	222	213	243	105
Color	23	39	61	64	73	31
Religion	16	23	24	19	19	8
Reprisal	197	266	289	311	270	138
Sex	166	220	235	213	207	105
PDA	0	0	0	2	3	1

National Origin	51	61	65	59	74	36
Equal Pay Act	2	4	3	8	4	1
Age	167	201	182	201	183	84
Disability	101	114	144	150	130	70
Genetics	0	1	2	3	2	2
Non-EEO	44	46	55	42	55	27
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Appointment/Hire	22	42	25	34	25	20
Assignment of Duties	55	73	100	119	117	50
Awards	11	22	24	24	9	10
Conversion to Full-time	1	0	1	2	1	0
<b>Disciplinary Action</b>						
Demotion	5	3	7	3	5	2
Reprimand	15	29	42	28	23	19
Suspension	28	23	40	30	27	19
Removal	6	5	10	13	7	4
Other	10	16	28	17	31	13
Duty Hours	5	5	16	11	11	8
Evaluation Appraisal	63	76	64	85	73	49
Examination/Test	1	1	4	1	1	0
<b>Harassment</b>						
Non-Sexual	188	237	310	275	264	146

Sexual	13	25	16	12	20	6
Medical Examination	1	2	5	2	4	1
Pay (Including Overtime)	10	15	14	29	39	20
Promotion/Non-Selection	109	143	119	123	111	74
Reassignment						
Denied	5	9	13	19	27	13
Directed	21	22	34	33	43	20
Reasonable Accommodation	35	41	59	63	48	30
Reinstatement	3	0	2	0	0	0
Retirement	1	6	3	2	1	2
Termination	34	41	37	40	34	16
Terms/Conditions of Employment	38	56	91	176	146	50
Time and Attendance	25	34	59	50	32	24
Training	24	37	49	41	33	16
Other	61	78	60	26	23	30
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2015Thru03-31
	2010	2011	2012	2013	2014	
Complaints pending during fiscal year						
Average number of days in investigation	328.36	296.79	250.15	242.05	212.08	194.00
Average number of days in final action	358.84	216.50	224.60	165.94	169.31	117.61
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	280.86	289.61	235.29	247.31	217.23	206.30
Average number of days in final action	325.38	93.15	129.79	119.33	199.47	95.31

Complaint pending during fiscal year where hearing was not requested																
Average number of days in investigation			392.43		309.25		277.51		233.21		204.07		180.99			
Average number of days in final action			397.92		294.30		271.66		187.19		134.58		138.00			
Complaints Dismissed by Agency					Comparative Data											
					Previous Fiscal Year Data								2015Thru03-31			
					2010		2011		2012		2013				2014	
Total Complaints Dismissed by Agency					53		65		43		67		64		17	
Average days pending prior to dismissal					274		111		140		83		188		105	
Complaints Withdrawn by Complainants																
Total Complaints Withdrawn by Complainants					34		32		31		29		32		10	
Total Final Agency Actions Finding Discrimination			Comparative Data													
			Previous Fiscal Year Data									2015Thru03-31				
			2010		2011		2012		2013		2014					
			#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings			22		30		17		19		24		2			
Without Hearing			17	77	27	90	16	94	15	79	15	63	0	0		
With Hearing			5	23	3	10	1	6	4	21	9	38	2	100		
Findings of Discrimination Rendered by Basis			Comparative Data													
			Previous Fiscal Year Data									2015Thru03-31				
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.			2010		2011		2012		2013		2014					
			#	%	#	%	#	%	#	%	#	%	#	%		

<b>Total Number Findings</b>	22		30		17		19		24		2	
Race	3	14	2	7	6	35	2	11	6	25	1	50
Color	0	0	0	0	0	0	2	11	1	4	0	0
Religion	0	0	0	0	0	0	0	0	2	8	0	0
Reprisal	11	50	9	30	6	35	6	32	7	29	2	100
Sex	4	18	5	17	2	12	5	26	2	8	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	5	0	0	1	6	3	16	5	21	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	4	0	0
Age	8	36	11	37	4	24	6	32	2	8	1	50
Disability	4	18	10	33	6	35	6	32	8	33	1	50
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	5	0	0	0	0	3	16	2	8	0	0
<b>Findings After Hearing</b>	5		3		1		4		9		2	
Race	2	40	0	0	0	0	2	50	4	44	1	50
Color	0	0	0	0	0	0	2	50	1	11	0	0
Religion	0	0	0	0	0	0	0	0	2	22	0	0
Reprisal	3	60	2	67	1	100	0	0	4	44	2	100
Sex	2	40	0	0	0	0	1	25	2	22	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	2	22	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	1	11	0	0
Age	3	60	0	0	0	0	3	75	1	11	1	50
Disability	1	20	1	33	0	0	1	25	0	0	1	50

[illegible]

time												
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	1	4	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	50
Suspension	1	5	2	7	0	0	2	11	1	4	0	0
Removal	1	5	0	0	0	0	1	5	0	0	0	0
Other	0	0	0	0	1	6	0	0	1	4	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	3	10	3	18	0	0	1	4	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	10	45	16	53	8	47	5	26	8	33	1	50
Sexual	0	0	0	0	1	6	1	5	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	3	1	6	0	0	1	4	0	0
Promotion/Non-Selection	4	18	6	20	1	6	4	21	5	21	0	0
Reassignment												
Denied	0	0	2	7	1	6	0	0	0	0	0	0
Directed	1	5	6	20	1	6	1	5	2	8	0	0
Reasonable Accommodation	2	9	4	13	4	24	3	16	5	21	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	5	1	3	0	0	0	0	0	0	0	0
Termination	1	5	2	7	1	6	3	16	6	25	0	0
Terms/Conditions of Employment	0	0	2	7	0	0	2	11	3	13	0	0

Time and Attendance	1	5	2	7	3	18	2	11	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	4	0	0
Other - User Defined	2	9	0	0	1	6	2	11	1	4	0	0
<b>Findings After Hearing</b>	5		3		1		4		9		2	
Appointment/Hire	0	0	0	0	0	0	1	25	0	0	0	0
Assignment of Duties	0	0	2	67	0	0	0	0	2	22	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	50
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	1	11	1	50
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	2	40	1	33	0	0	0	0	3	33	1	50
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	40	0	0	0	0	1	25	4	44	0	0





Evaluation Appraisal	0	0	3	11	3	19	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	8	47	15	56	8	50	5	33	5	33	0	0
Sexual	0	0	0	0	1	6	1	7	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	1	4	1	6	0	0	1	7	0	0
Promotion/Non-Selection	2	12	6	22	1	6	3	20	1	7	0	0
Reassignment												
Denied	0	0	2	7	1	6	0	0	0	0	0	0
Directed	1	6	6	22	1	6	1	7	0	0	0	0
Reasonable Accommodation	2	12	4	15	4	25	2	13	5	33	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	1	4	0	0	0	0	0	0	0	0
Termination	1	6	2	7	1	6	2	13	6	40	0	0
Terms/Conditions of Employment	0	0	2	7	0	0	2	13	3	20	0	0
Time and Attendance	1	6	2	7	2	13	2	13	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	7	0	0
Other - User Defined	2	12	0	0	1	6	2	13	0	0	0	0
<b>Pending Complaints Filed in Previous Fiscal Years by Status</b>				<b>Comparative Data</b>								
				<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>			
				<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>				
Total complaints from previous Fiscal Years				929	832	883	956	938	744			

Total Complainants	690	703	798	885	482	672
<b>Number complaints pending</b>						
Investigation	77	50	37	28	35	69
ROI issued, pending Complainant's action	7	12	5	1	3	17
Hearing	228	288	342	399	520	564
Final Agency Action	85	76	80	68	50	86
Appeal with EEOC Office of Federal Operations	8	8	10	11	61	66
<b>Complaint Investigations</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2015Thru03-31</b>
	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	
Pending Complaints Where Investigations Exceed Required Time Frames	154	114	88	85	39	43